

LINDA LINGLE
GOVERNOR



DARWIN L.D. CHING
DIRECTOR

COLLEEN Y. LaCLAIR
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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HONOLULU, HAWAII 96813
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February 25, 2010

To: The Honorable Jon Riki Karamatsu, Chair
and Members of the House Committee on Judiciary

Date: February 25, 2010
Time: 2:00 p.m.
Place: Conference Room 325, State Capitol

From: Darwin L.D. Ching, Director
Department of Labor and Industrial Relations

Testimony in Opposition
to
H.B. 2473 – Relating to Workplace Practices

I. OVERVIEW OF PROPOSED LEGISLATION

H.B. 2473 proposes to do the following:

- Make an abusive work environment an occupational safety violation, and abusive conduct a workers' compensation claim.
- Amend chapter 396, Hawaii Revised Statutes (HRS), by adding a new part to be designated Abusive Work Environments.

II. CURRENT LAW

As to Chapter 386 Claims:

Chapter 386-3, Hawaii Revised Statute (HRS) provides for injuries covered under workers' compensation to include personal injury either by accident arising out of and in the course of employment, including a willful act of a third person directed against an employee because of the employee's employment. Chapter 386 and the related administrative rules also provides for rights of both employees and employers in any workers' compensation claim.

As to Chapter 396:

Section 396-8(e)(3) provides protection from discharge and discrimination to any employee who files a complaint or institutes or causes to be instituted any proceedings under or related to chapter 396, HRS, or has testified or intends to testify in any such proceedings, or acts to exercise or exercised on behalf of the employee or others any right afforded by Chapter 396, HRS.

Section 396-8(e)(6) provides that if upon investigation the director of DLIR determines that the provisions of section 396-8(e) have been violated, the director shall order the employer to provide all appropriate relief to the employee, including rehiring or reinstating the employee to the former position with back pay and restoration of seniority.

Section 396-8(e)(8) provides that nothing in subsection 396-8(e) shall preclude any employee or representative of an employee from simultaneously pursuing a cause of action for injunctive relief or any other remedy provided by law.

III. House Bill

The DLIR believes that Chapters 386 and 396 already provide protection to employees. As to Chapter 396: The Department believes that the current law provides protection to employees who exercise their rights afforded by Chapters 386 and 396, HRS. The protection includes workers' compensation and workplace violence resulting from the exercise of an employee's rights.

IV. Additional Comments

The Department offers the following additional comments:

The DLIR opposes HB 2473. The Department believes that Chapter 386, HRS, already provides protection to employees who have a right to file a workers' compensation claim under this Chapter, and does not believe further legislation is needed on this issue.

The DLIR's Occupational Safety and Health Division (HIOSH) has section 60-2(a)(3), Hawaii Administrative Rules (HAR), which requires employers to "provide safe work places and practices by elimination or reduction of existing or potential hazards." This rule is the general duty clause that HIOSH uses to cite employers for a recognized hazard, which has a substantial probability to cause death or serious physical harm from a condition that exists or from one or more practices, means, methods, operations, or processes that have been adopted or are in use in a place of employment, for which there is no standard. The HIOSH has used section 60-2(a)(3) to cite employers for exposing employees to workplace violence.

DEPARTMENT OF HUMAN RESOURCES
CITY AND COUNTY OF HONOLULU

660 SOUTH KING STREET, 16TH FLOOR
HONOLULU, HAWAII 96813

MUFI HANNEMANN
MAYOR



NOEL T. ONO
DIRECTOR

February 25, 2010

The Honorable Jon Riki Karamatsu, Chair
and Members of the Committee on Judiciary
The House of Representatives
State Capitol
Honolulu, Hawaii 96813

Dear Chair Karamatsu and Members:

Subject: House Bill No. 2473
Relating to Workplace Practices

The City and County of Honolulu strongly opposes House Bill No. 2473, which amends Chapter 396, Hawaii Revised Statutes (HRS), by adding a section entitled "Abusive Work Environments."

In particular, we oppose Section 396-G which allows an employee making a claim under Section 396-C to elect to accept workers' compensation benefits under Chapter 386, HRS, in lieu of bringing a civil action. Unlike any other claim filed for workers' compensation benefits, this law makes a workers' compensation claim filed for "abusive conduct" compensable without allowing the employer the opportunity to defend itself against the claim with substantial evidence to the contrary. The addition of this part to Chapter 396 will result in an increase in the number of workers' compensation claims filed in the State of Hawaii. Higher workers' compensation costs negatively impact the cost of doing business in Hawaii and further erode Hawaii's ability to overcome the current financial situation facing our State.

We are also opposed to the bill making "abusive conduct" an occupational safety and health violation and allowing an employee to file a civil action based on the purported abusive conduct. Both provisions will increase the costs of the City as well as other public and private employers in the State. Particularly onerous is the portion of the bill which holds an employer vicariously liable for actions of its employee, notwithstanding the fact that such abusive conduct by the employee is by definition "unrelated to an employer's legitimate business interests."

We respectfully urge your committee to file House Bill No. 2473.

Yours truly,

A handwritten signature in black ink, appearing to read "Noel T. Ono".

Noel T. Ono
Director

CHARMAINE TAVARES
Mayor



LYNN G. KRIEG
Director

LANCE T. HIROMOTO
Deputy Director

COUNTY OF MAUI
DEPARTMENT OF PERSONNEL SERVICES

200 S. HIGH STREET • WAILUKU, MAUI, HAWAII 96793-2155
PHONE (808) 270-7850 • FAX (808) 270-7969

Website: www.mauicounty.gov/departments/Personnel • Email: personnel.services@mauicounty.gov

February 24, 2010

The Honorable Jon Riki Karamatsu, Chair
and Members of the Committee on Judiciary
The House of Representatives
Hawaii State Capitol
415 South Beretania Street
Honolulu, HI 96813

Dear Chair Karamatsu and Committee Members:

RE: H.B. 2473, RELATING TO WORKPLACE PRACTICES

I am Lynn G. Krieg, Director of Personnel Services for the County of Maui, writing to express the County of Maui's opposition to this bill.

There are many reasons why the bill should not be advanced. While the County recognizes that workplace bullying constitutes inappropriate behavior, such behavior should be dealt with through a company procedure rather than by legislation that permits individual lawsuits to be brought up to three years after the incidents have occurred, with the possibility of the employee recovering monetary damages and attorney's fees. The more sensible approach is to require companies to adopt anti-bullying policies which could include use of a neutral mediator to resolve complaints. This would present a better remedy for both the employer in that it balances the right of an employer to correct a problem quickly and to be free from vexatious lawsuits with the right of the complaining employee to have a quick determination made as to whether any bullying has occurred. If it has, then at that point, management can take prompt actions.

There are other problems with HB2473 as well. Specifically, the definitions are so broad that almost any action that an employee finds offensive, particularly any sort of counseling or discipline (even though deserved), could be construed as bullying. For example, is a frustrated boss raising his voice at an employee who continues coming to work late "harassment i.e. bullying" or good management?

Secondly, unlike HRS Chapter 368 which prohibits discriminatory harassment in the workplace, HB2473 does not have a requirement for administrative agency review of the complaint regarding bullying before a lawsuit has been filed. Statistics for discriminatory harassment compiled by the Hawaii Civil Rights Commission show that after the investigations of the complaint are completed, less than 10% of the complaints are justified based on the evidence.

In short, we believe this proposal to be bad legislation and strongly oppose it.

Thank you for the opportunity to testify on this measure.

Sincerely,

A handwritten signature in black ink, appearing to read "Lynn G. Krieg". The signature is written in a cursive style with a large, looping "L" and "K".

LYNN G. KRIEG
Director of Personnel Services

cc: Mayor Charmaine Tavares
Marian Feenstra, Executive Assistant



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA
Executive Director
Tel: 808.543.0011
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The Twenty-Fifth Legislature, State of Hawaii
Hawaii State House of Representatives
Committee on Judiciary

Testimony by
Hawaii Government Employees Association
February 25, 2010

H.B. 2473 – RELATING TO
WORKPLACE PRACTICES

The Hawaii Government Employees' Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of H.B. 2473 – Relating to Workplace Practices. H.B. 2473 defines abusive conduct, creates a cause of action for affected employees, and charges the Department of Labor Industrial Relations to develop and disseminate information on abusive conduct to employers. This legislation also makes abusive conduct an occupational safety and health violation and compensable through a workers' compensation claim. We would support the inclusion of specific abuses, such as yelling, shouting and screaming at employees, as prohibited actions under this legislation.

Abusive work environments can have serious health effects on targeted employees, including stress, loss of sleep, anxiety, depression, hypertension, and stress-related gastrointestinal disorders. Such environments can also have adverse consequences for employers, in the form of reduced employee productivity, low morale, and higher turnover and absentee rates. Abusive work environments have also led to significant increases in medical and worker compensation costs. Eliminating abusive conduct in the workplace serves both the employer's and the employee's best interests.

Unless targeted employees are subjected to abusive treatment on the basis of a protected class status (race, sex, national origin or age), they are unlikely to have any recourse or redress for such treatment. This proposed legislation addresses that discrepancy and offers employees an avenue to address and pursue a remedy to the workplace abuse.

During the 2006 Legislative Session, we had the opportunity to testify in support of Senate Concurrent Resolution 106 and Senate Resolution 62, which urged employers to develop and implement policies to reduce workplace bullying. It has always been our

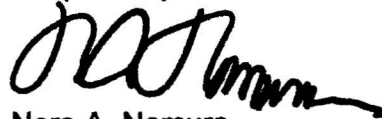


Hawaii State House of Representatives - Committee on Judiciary
Re: H.B. 2473 – Relating to Workplace Practices
February 25, 2010
Page 2

position that employees be afforded a safe and healthy work environment. We are pleased that this proposed legislation accomplishes that objective for all employees.

We appreciate the opportunity to testify in support of H.B. 2473.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Nora A. Nomura', with a long horizontal flourish extending to the right.

Nora A. Nomura
Deputy Executive Director



**Testimony to the House Committee on Judiciary
Thursday, February 24, 2010; 2:00 p.m.
Conference Room 325**

RE: HOUSE BILL NO. 2473 RELATING TO WORKPLACE PRACTICES

Chair Karamatsu, Vice Chair Ito and Members of the Committee:

My name is Jim Tollefson and I am the President and CEO of The Chamber of Commerce of Hawaii ("The Chamber"). I am here to state The Chamber's opposition to House Bill No. 2473, relating to Workplace Practices.

The Chamber is the largest business organization in Hawaii, representing more than 1,100 businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of its members, which employ more than 200,000 individuals, to improve the state's economic climate and to foster positive action on issues of common concern.

This measure makes abusive conduct against an employee in the workplace a violation of occupational safety and health law and creates a private cause of action against coworkers and employers. Although the Chamber understands the intent of the bill, the Chamber believes that employers already place an emphasis on what they can do for their employees to create a positive work environment. Many employers are constantly seeking ways to provide benefits and security to retain employees, including the prevention and intolerance of an abusive work environment.

The language in the bill poses some concerns. For example, "Subjection of an employee by the employee's employer to an abusive work environment" is too broad and indefinite a concept to realistically or fairly impose on businesses. As a result, this bill interferes with a business' ability to operate. If this bill passes, employers will be exposed to liability for conduct it did not know of or could not reasonably prevent. The description of what is abusive conduct that is actionable is so broad and fact dependent that any claim may require a jury trial to resolve. The expansive definition focuses on what a "reasonable person" would find abusive and that opens the door to uncontrolled litigation and cost. We also object to the language that states: "A single act normally may constitute abusive conduct if the act is especially severe and egregious; provided that the severity, nature, and frequency of any conduct objected to shall be considered in determining whether acts constitute abusive conduct." Finally, the line between someone who is a qualified victim of workplace bullying and a disgruntled employee can be difficult to differentiate.

Existing federal and state laws already provide remedies to employees who have been harmed in the workplace, such as workers' compensation laws and discriminatory employment practices under § 378, Hawaii Revised Statutes.

In light of the above, the Chamber respectfully requests that the measure be held. Thank you for the opportunity to testify.

Testimony before the House Committee on Judiciary

By Jim B. Beavers
Manager, Safety, Security and Facilities
Hawaiian Electric Company, Inc.

February 25, 2010
2:00 p.m.
House Bill 2473
Relating to Workplace Practices

Chair Karamatsu, Vice Chair Ito, and Members of the Committee:

My name is Jim Beavers and I am testifying on behalf of the Hawaiian Electric Company and its subsidiaries, Hawaii Electric Light Company and Maui Electric Company.

We support the intent of HB 2473, relating to Workers' Compensation. However, we oppose several of the provisions of the bill.

1. Workers' Compensation

On Page 8, line 11 of the bill, under "§396-G Remedies", subsection (b) is in conflict with the *exclusive remedy* provision established in another statutory provision, HRS §386-5 (Exclusiveness of right to compensation).

2. HIOSH

In identifying abusive conduct against an employee in the workplace, a violation of occupational safety and health law is a concern in that the ongoing down-sizing of HIOSH will be yet another burden on the limited resources of HIOSH. Also historically, the spirit and underlying intent of HIOSH has been focused on "death or serious physical harm" and compliance with federal OSHA regulations that involve easily discernible, *objective* criteria relating to the abatement of physical hazards in the workplace. Accordingly, the proposed amendment, which seeks to establish a new workplace hazard that is arguably inherently reliant on *subjective* criteria and perception, constitutes a significant departure and would appear to be incongruous.

3. Definitions and duplications of existing legislation

Certain terms contained in the Bill such as "abusive work environment", are not defined; the terms which are defined are arguably subjective and ambiguous concepts that are highly susceptible to broad, varying, and inconsistent interpretations.

Also, some of the examples of abusive conduct contained in HB 2473 constitute conduct which is already protected under other state and federal laws, e.g., the whistleblower statute.

Thank you for the opportunity to present this testimony.

TESTIMONY OF ALISON POWERS

HOUSE COMMITTEE ON JUDICIARY
Representative Jon Riki Karamatsu, Chair
Representative Ken Ito, Vice Chair

Thursday, February 25, 2010
2:00 p.m.

H.B. 2473

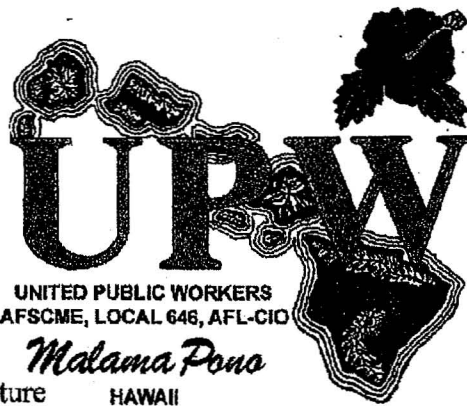
Chair Karamatsu, Vice Chair Ito and members of the Committee, my name is Alison Powers, Executive Director of Hawaii Insurers Council. Hawaii Insurers Council is a non-profit trade association of property and casualty insurance companies licensed to do business in Hawaii. Member companies underwrite approximately 45% of all property and casualty insurance premiums in the state.

Hawaii Insurers Council **opposes** H.B. 2473. This bill adds a new part, Abusive Work Environments, to Chapter 396. This bill makes abusive conduct a violation of occupational safety and health and makes it a workers' compensation claim. We oppose making abusive conduct a workers' compensation claim.

This bill greatly expands the exposure under current workers' compensation law and will increase costs to the system. The bill guarantees a workers' compensation claim under this new part by stating, "For purposes of chapter 386, emotional distress suffered by an employee shall be deemed to constitute a work injury." There is no opportunity for an employer to challenge the coverage, and therefore widespread abuse is likely. This subjective threshold adds sweeping new coverage for emotional distress, without providing the employer any defense. Increased costs as a result of this bill will be borne by all employers, insured and self insured.

We respectfully request that H.B. 2473 be held.

Thank you for this opportunity to testify.



House of Representatives
The Twenty-Fifth Legislature
Regular Session of 2010

Malama Pono
HAWAII

Committee on Judiciary

Rep. Jon Riki Karamatsu, Chair
Rep. Ken Ito, Vice Chair

DATE: Thursday, February 25, 2010
TIME: 2:00 p.m.
PLACE: Conference Room 325

**TESTIMONY OF THE UNITED PUBLIC WORKERS, LOCAL 646, ON HB 2473,
RELATING TO WORKPLACE PRACTICES**

HB 2473 makes abusive conduct against an employee in the workplace a violation of occupational safety and health law. UPW supports this measure.

In the majority of cases reported, workplace bullying has been perpetuated by a manager and takes a wide variety of forms: unfair treatment, public humiliation, threats of job loss, unfairly passed over for promotion or denied training opportunities.

Data from the 2007 WBI-Zogby survey show that 13% of U.S. employees are currently bullied, 24% have been bullied in the past and 12% witness workplace bullying. 49% of all American workers have been affected by workplace bullying, either being a target themselves or having witnessed abusive behavior against a co-worker. In terms of gender, the Workplace Bullying Institute states that women appear to be a greater risk of becoming a target, as 57% of those who reported being targeted for abuse were women (2007).

Organizations are beginning to take notice of the financial costs. An International Labor Organization analysis of bullying (2009) estimated a cost of 1.88 billion pounds plus the cost of lost productivity. Based on replacement cost of those who leave as a result of being or witnessing bullying, Rayner and Keashly (2004) estimated that for an organization of 1000 people, the cost would be \$1.2 million US. This estimate did not include the cost of litigation should victims bring suit against the organization.

The establishment and enforcement of minimum health and safety standards can reduce workplace bullying, employee injuries and illnesses, and also lessen the burden on businesses. For these reasons we urge passage of this resolution.

karamatsu1-Kenji

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 24, 2010 11:14 AM
To: JUDtestimony
Cc: jillf2184@yahoo.com
Subject: Testimony for HB2473 on 2/25/2010 2:00:00 PM

Testimony for JUD 2/25/2010 2:00:00 PM HB2473

Conference room: 325
Testifier position: support
Testifier will be present: No
Submitted by: Jill Friedman
Organization: Individual
Address: P.O. Box 1248 Kekaha, HI
Phone:
E-mail: jillf2184@yahoo.com
Submitted on: 2/24/2010

Comments:

Kathleen Yamashiro
POB 2781
Ewa Beach, HI 96706

State of Hawaii Legislature 2010
Judicial Committee
Honorable Chairman Jon Riki Karamatsu
Honorable Vice-Chairman Ken Ito
Honorable Committee Members

My name is Kathleen Yamashiro and I am here to testify in support of HB 2473. This House Bill is one that will address Hawaii's workplace to ensure a safe and hostile free environment. I hope this Bill passes this Legislative Session so that what I have experienced will not happened to anyone else.

I have been employed with the State of Hawaii for 26 years. Of the 26 years, 16 years was in the field I am presently in. My yearly Job Performance Reviews has met or exceeded expectations.

Starting 9/07, I began experiencing psychological and physical problems due to my Supervisor's management style which included yelling and intimidation. My Supervisor's inappropriate conduct has also had a negative affect on my clients whereby I have had to calm their fears before assisting them.

The last time my supervisor yelled/shouted at me was when my son, Anthony passed away. Anthony passed away unexpectedly at the age of 24 years old on 3/24/09. On 3/31/09, I called my Supervisor intending to ask for an extended leave till the end of 4/09. My supervisor started yelling/shouting telling me that (I had a lot of work, I had things to do that needed tending to, that she was sorry for my loss but I had to understand that she had a unit to run).

My Supervisor yelled so loud that my husband heard her shouting five feet away from me. We were traumatized and distressed. I returned to work 3 days after my son's funeral. Upon my return to work, my coworkers reported that my work was good and none of my cases needed immediate attention.

At the end of 8/09, on two occasions, my supervisor discussed an issue with me. She raised her voice and spoke with an unkind tone, facial expression and body language. I left the Workplace and could not work for 5 months. I have provided my Administrators with letters from three physicians recommending a transfer to a hostile free work environment; that did not happen.

Through research, I have found that there are no State laws governing these issues in the workplace. In closing, I sincerely thank you all for taking the time to hear my concerns and hope that you will find favor in this House Bill 2473.

Clayton Yamashiro
POB 2781
Ewa Beach, HI 96706

My name is Clayton Yamashiro and I am here to support this House Bill 2473.

These past few years have been filled with anger, frustration and helplessness as I have had to stand by and watch my wife and her health suffer because of her work situation. There has been many days and nights when my wife experiences anxieties, fears, problems sleeping and staying asleep, and physical problems.

From 4/08 thru 12/08, I took my wife to work, picked her up for lunch and picked her up after work. I also called her at mid-morning always assuring her that she would be okay.

A week after my son, Anthony's passing, my wife called the supervisor to request an extended vacation leave. The supervisor yelled so loud that I heard her through the cell phone five feet away. My wife and I were shocked at this behavior and outburst. How could a person be so insensitive?

Thank you for the opportunity to express my concerns and to testify on behalf of this House Bill 2473.

I AM IN FAVOR OF THIS BILL

Thursday, January 28, 2010

My name is Maija L Kemper and I would like to testify on behalf of the HB 2473.

I have been employed by the State of Hawaii since October 2003 as an Eligibility Worker. I also worked as an Eligibility worker for the Los Angeles County DHS.

In October 2007, I transferred to the place of work closer to my home. My supervisor transferred cases to me on a daily basis. My training for one program was two year prior. I asked the Supervisor several times for training to no avail. I was not provided any manuals to process this program until several months later. However, the supervisor expected me to do the work.

The Supervisor reviewed my cases for three months and did not have any complaints. Four months into this position, the Supervisor called me into her office for a meeting and accused me of not knowing what I was doing, that my cases were all wrong, and she was going to send me back to my previous place of work.

I was shocked; this was a lightning from the sky, no warning. I did not know she was not happy with my work, this never happened to me before. The supervisor wrote me up for previous workers' errors. After that incident, I was not able to do my work in a timely manner.

In the fifth month of employment, the Supervisor called me into her office, closed the door, and started screaming to me again, "You don't know what you are doing, all your work is wrong and I want to get rid of you".

About ten minutes of her screaming, it was too much for me. I left her office and went home sick. I was shaking, crying and not able to do my work that day. I did not return to that workplace, and could not work for months.

I was transferred back to my previous workplace. Thank you for taking the time to hear my story.

Sincerely,

Maija L Kemper

THE HOUSE OF REPRESENTATIVES
TWENTY-FIFTH LEGISLATURE 2010
STATE OF HAWAII
JUDICIAL COMMITTEE

TESTIMONY OF SUSAN BREININGER
RE: HB 2473
RELATING TO WORKPLACE PRACTICES

Aloha gentlemen and ladies. My name is Susan Breininger and I am testifying in favor of House Bill 2473 relating to workplace practices.

I am a retiree from Hawaii State DHS employment after 21 years of service. During that time I witnessed many instances of abusive, bullying, behavior. This took place from supervisors to employees, employees to employees and employees to supervisors. The form it took was anywhere from just yelling to insulting to blatant threatening of employment status. In every instance the workplace environment was severely impacted in a negative manner and productivity of the individual targeted and others affected by it declined markedly. The most egregious aspect of this was that only the most vulnerable individuals were targeted for this abusive treatment. There seemed to be no proscription in the State employment psyche against such behavior.

It is well documented in other spheres of endeavor that abusive, bullying tactics achieve nothing but resentment, ill health and low productivity. In view of the many criticisms the State encounters regarding efficiency I firmly believe that a law such as that proposed by HB2473 allowing for Workman's Compensation benefits to those injured by abusive, bullying tactics would bring the issue to the fore, encourage more positive methods and behavior and significantly increase productivity.

Respectfully submitted
Susan Breininger

Maile Anderson
98 269 Waikalani Drive
Mililani, HI 96789

Re: House Bill 2473

Dear Honorable Chairman Karaguchi, Vice-Chairman Ito, and Committee Members:

I am writing in support of the above House Bill 2473. I know people that have been in situations at their Workplace and my sympathy goes out to them. These are the people that the Civil Rights Commission does not cover.

I feel that there needs to be more public awareness in the community regarding bullying in the workplace. Intimidation, harassment and verbal abuse is not addressed as it should be. Victims of bullying in the Workplace have gone unnoticed and have suffered a great deal for many years.

This Bill may be too late for many people. However, it will be a help to others in the future. I thank you for allowing me to voice my concerns.

Mahalo,

Maile Anderson

Testimony for HB2473
Relating to Workplace Practices;
Occupational Safety, Abusive Work Environment
January 29, 2010

My name is Ann G. (Angie) Tam Sing and I am a retiree from the Department of Human Services. I was employed by DHS from November, 1972 through June 2004. I began as a Social Service Assistant and retired from the position of Eligibility Administrator for the Med-QUEST Division, a position I held for 9 ½ years. Prior to that I spent 12 years in positions of supervisor or administrator. I believe that these years of management experience give me some credibility with the issue of workplace behavior that I discuss below.

Ms Kathleen Yamashiro has authorized the use of her name and situation for this testimony. Her situation is being provided to give a current example of an abusive work environment and its affects on an individual. I have known Ms. Yamashiro for over 25 years, first as a fellow parent at our sons' baseball and soccer games and later as her Administrator at the Department of Human Services. During that time I have known her to be a positive, competent, hard working and caring individual, both at work and in her personal life. At work she would take on additional work in efforts to help her understaffed office. Her caring manner helped ease the difficult process for a welfare or food stamp applicant. She has always been an employee that can be depended upon, is open and friendly to her fellow employees and who does her best to meet all of the job's expectations.

Being an Eligibility Worker with the Department of Human Services Department is not an easy job. In that position Ms. Yamashiro has successfully dealt with irate, unreasonable, and sometimes abusive clients. She had not expected to have to also deal with this behavior from her supervisor. Some examples of this behavior by her supervisor toward Ms. Yamashiro are:

1. Berating her in the office waiting room in front of her clients for a work related issue dealing with another client.
2. Speaking to her in a loud manner, such that others in the office could clearly hear.
3. When Ms. Yamashiro's son died suddenly, and she requested needed additional time to deal with funeral preparations, her son's personal affairs and to grieve, she was told by her supervisor that she (the supervisor) was sorry for her loss but that she had a unit to run and there was work that had to be completed. She was talking about Ms. Yamashiro's caseload. The caseload was up to date and there was no work left around for other staff members. Her supervisor was talking in such a loud voice that Mr. Yamashiro could hear her shouting five feet away. As a result of her interaction Ms.

Yamashiro returned to work without taking the needed additional time, as she was afraid of what might happen if she didn't.

Perhaps this behavior is the result of the current climate at the Department or the stress put upon management to produce results without sufficient staffing. But it really doesn't matter. Good treatment of employees is an important part of any manager's job. No one should take out his/her stress frustrations on others in the workplace, especially those that they oversee. They should, instead, find a way to deal with it so that their physical and mental health is cared for and other employees are not adversely affected. The behavior by Ms. Yamashiro's supervisor toward her, whether it was caused by work stress or not, is a prime example of the type of behavior that this bill addresses.

Over the past few months I have had the opportunity to discuss with Ms. Yamashiro her problems with her supervisor and the resulting physical affects. The best term that comes to mind is 'brow beaten'. The normally upbeat and positive person that I have known is now fearful, unhappy, unhealthy and downright miserable; this, the result of what I view as inappropriate and abusive treatment by her supervisor.

As a retired administrator, who spent over 31 years with DHS, I fully support a law that prohibits this type of behavior by supervisors, managers, administrators, any other person in authority or co-workers. No one should be subjected to another person's inability to control their anger or frustrations, least of all an employee from their immediate supervisor.

Thank you for this opportunity to speak to this issue, which I feel is of the utmost importance. If you have any questions, please do not hesitate to contact me, either by phone at via e-mail at: atamsing@hawaii.rr.com

Aloha and Mahalo,

Ann G. (Angie) Tam Sing
865 Kahena St.
Honolulu, HI 96825

Josephine Garcillas
94-011 Waipahu Street, D-112
Waipahu, Hawaii 96797

IN REFERENCE TO BILL #2473

I was employed at an agency from 2004 thru 2009 as an Office Assistant. During my employment there, I have been mistreated, yelled at, verbally and mentally abused by co-workers and supervisors. I assisted two units and had two supervisors. In one unit I did the accounting and the other unit office clerk. The Department was short staffed with no assistance.

There was an incident when almost half of the office was against Supervisor #1. A letter was circulated for employees to sign in support of getting rid of this supervisor because he did not support them when they made decisions regarding clients. I refused to sign this letter because I did not want to get involved.

A few days later, I was interrogated by Supervisor #1. I told him that there was a letter, I did not read it and I did not sign it. I did not tell him at the time because I felt that it was none of my business. Supervisor #1 told my co-workers that I told him all the details of the letter.

I was approached by Supervisor #2 who yelled at me in front of all the other employees, asking me why I told Supervisor #1 about the letter. Supervisor #2 further yelled and said, "You couldn't just shut up your mouth or just lie about it?" I walked away not saying anything and in tears. I informed another co-worker that I wasn't feeling well and left for home. I was very frustrated and very disturbed. I thought not only did my Supervisor #1 put me in a fire but I was also interrogated like it was all my fault. And he lied about me and put me in a terrible situation with other employees.

Another incident was when I called in sick one morning when Supervisor #2 did not answer the phone. I spoke to another coworker and told her I wasn't feeling well so I was not going to work. A few minutes later, Supervisor #2 called me at home while I was sick in bed. Supervisor #2 asked me why was I at home again. I replied that I called in sick a few minutes ago and did she not get the message. Supervisor #2 said that I was always sick and I need to learn to take care of myself. And that when I am sick there is no one to do the work and the work gets piled up.

I was shocked that Supervisor #2 would call me at home and yell at me. I told Supervisor #2 that I was not feeling well, sick, I did not ask to be sick and I don't want to be sick; but I was sick. I also told Supervisor #2 that I know that the work gets piled up

when I am out sick but what can I do. It is not my fault that Management doesn't support and provide more personnel to help with the work load.

I told Supervisor #2 that I did not like to be called at home to be yelled at and spoken to in an abusive manner. Supervisor #2 again reminded me that I needed to take care of myself. I hung the phone up on her because I was so upset.

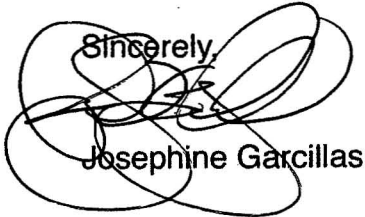
When I returned to work, I informed the Administrator. Supervisor #2 acted as if nothing was wrong with what she did. The Administration did not do anything about the incident.

My coworkers reported to me after Supervisor #2 called me at home and talked to me. She came out of her office and in the middle of the main office spoke loud and announced to all the employees, that I was out sick again and that if I was out sick for personal reasons, I should just quit! Because I have been abused and mistreated, I was lucky that I could transfer to another Department.

I am therefore, more that 100% in support of this House Bill 2473.

Should you have any questions or concerns, please feel free to contact me at the above address. Mahalo!

Sincerely,

A handwritten signature in black ink, appearing to read 'Josephine Garcillas', is written over the typed name. The signature is highly stylized and somewhat illegible due to its cursive nature and overlapping loops.

Josephine Garcillas

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
 PUBLIC GOVERNMENT EMPLOYEES IN MANAGEMENT, AND EMPLOYEES TO INFLECT MENTAL AND EMOTIONAL
 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|-------------------|-----------------|----------|--|
| Terri A. Godinez | | 224-4642 | 91-1051 Puhijana St. Ewa Beach, HI 96706 |
| Christina Linna | | 692-7933 | 601 Kamohila Blvd. #173 Kapolei HI 96707 |
| Dawlyn Marshall | Dawlyn Marshall | 692-7932 | " |
| Muriel Ana | | 692-7854 | 95-549 Alakaia Loop Miliama, HI 96789 |
| SONJA TUPIA | | 692-7857 | 95-257 Miliama Dr. B304 Miliama, HI 96789 |
| Lisa Zablan | | 692-7829 | 45-060 Waialae Way Kaneohe, HI 96744 |
| Lora Ahe | | 692-7871 | 601 Kamohila Blvd HI |
| Dianne Pana | | 692-7844 | 1105 Aiea Pl 96702 |
| Yves Sam Nicolas | | 692-7839 | PO box 598, Aiea, HI 96701-0598 |
| Lillian MADRIZ | | 692-7930 | 601 KAMOHILA BLVD |
| Raymond Nishiniga | | 692-7842 | 94-1066 Kapahu St. Waipahu, HI 96797 |
| Anabel-Lyn Molina | | 692-7835 | 601 Kamohila Blvd. Kapolei HI |
| MICHELE GARCIA | Michele Garcia | 692-7843 | 94-820 Aunianuan St. #K101 Waipahu 96797 |
| GRANT FERNANDEZ | | 692-7826 | 91-102 C Mapihala St. Ewa Beach, HI 96706 |
| Melody Spencer | | 692-7830 | 435 Keolu Dr. Kailua, HI 96734 |
| Clas Doctor | | 692-7845 | 601 Kamohila Blvd Rm 172 Kapolei, HI 96707 |
| Darlene Hayashi | | 692-7865 | 601 Kamohila Blvd Rm 172 Kapolei HI 96707 |
| Sarah Ory | | 690-8805 | " |
| Mohala Nunes | | 277-2099 | 601 Kamohila Blvd " " " " |
| Epenesa R. II | | 692-7864 | " " " " " " |

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
 PUBLIC GOVERNMENT EMPLOYEES IN MANAGEMENT, AND EMPLOYEES TO INFLICT MENTAL AND EMOTIONAL
 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|--------------------|--------------------|----------|---|
| Marian Maytorena | Marian Maytorena | 351-8657 | P.O. Box 971176 96797 |
| Kennlyn Kahuwira | Kennlyn Kahuwira | 692-7862 | 601 Kamokila #172, Kapolei 96707 |
| Debbie Uden | Debbie Uden | 692-7859 | same as above. |
| Shanda Taylor | Shanda Taylor | 692-7822 | 601 Kamokila Blvd. RM 172 Kapolei, HI 96707 |
| Ludray Lanosa | Ludray Lanosa | 692-7841 | 601 Kamokila Blvd. #172 Kapolei, HI 96707 |
| Joan Atison | Joan Atison | 692-7870 | 601 Kamokila Blvd. #135 Kapolei, HI 96707 |
| FRANK S. LAMSON | Frank S. Lamson | 692-7878 | 601 KAMOKILA BLVD. RM 135 KAPOLEI, HI. 96707 |
| Susan Yoo | Susan Yoo | 692-7875 | " " |
| Richard Menchaca | Richard Menchaca | 692-7813 | 601 KAMOKILA BLVD #135 Kapolei, HI. 96707 |
| Willy Ann Pealuh | Willy Ann Pealuh | 692-7812 | 601 Kamokila Blvd RM #135 Kapolei, HI 96707 |
| Terry Tamate | Terry Tamate | 692-7873 | " " |
| Sharon Nakamoto | Sharon Nakamoto | 692-7885 | " " |
| Kristine Tuitama | Kristine Tuitama | 692-7882 | " " |
| Roxanne Abe | Roxanne Abe | 692-7821 | " " |
| Bernardette Modiro | Bernardette Modiro | 692-7849 | 92-1202 Makamui Pl. Kapolei, HI. 96707 |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

Thank you for your kokua in eliminating workplace abuse in our government.

Please support this State of Hawaii Senate and House bill to make it unlawful for:

Public Government Employees To Inflict Mental And Emotional Distress, To Intimidate, Harass, Browbeat And/Or Use Verbal Abuse Upon Another Employee

SIGNATURE

ADDRESS

PHONE

| | | |
|------------------------|-----------------------------------|---------------|
| Carolynn | 7269 Koki St. | 497-6499 |
| Luana | 5065 Liliu St. | 839-1901 |
| Hauy Sangele | 326 Kamaekua St. | 395-2417 |
| Mark Don | 87133 PRINCES KAHALO | 289-1862 |
| Robert Lamberson | 200 Gate #. #2504 | 265-5511 |
| Sina SKON | 1445 Kawabata Hono 96822 | 858-3248 |
| Eliana Lamb | 2223 Ahe Pl. | 734-8396 |
| Kaun Inyane | 3251 Kenekepa Pl. | 734-7521 |
| Dalton Tanaka | 7269 Koki St. | 228-5894 |
| Jace Mokuo | 1785 Mahalo LP | 841-0232 |
| P.B. Ito | P.O. Box 198 P.C. | 781-1869 |
| (Attitude) | P.O. Box 198 P.C. | 11 |
| Silvan Tanaka | 1085 Kalo Pl Apt 601 | 81A-3015 |
| TRACY TANAKA J. Kameka | 95-1025 ALIANA ST Mililan | 780-2487 |
| Alan Kawau | 2223 Ahe Pl. | 734-8396 |
| Subashini | 94-1445 OKUPU ST. NAWAHO HI | 732-3718 |
| Luana | 99-424 Uwan Dr. NIAU HI 96701 | 351-3582 |
| ATTY. J.L. | 99-424 Uwan Dr. AILU HI 96701 | 351-4470 |
| WALTER KAMAHANA | P.O. BOX 2781 ENAHU HI 96700 | 348-7571 |
| Ngunita | 509 Kekupua St Hon HI 96825 | 851-3350 |
| | 3242 KILIHUHE RD Hon. HI 96816 | 382-8904 |
| | 3055B OAHU AVE Hon HI 96822 | 988-8025 |
| Walter Birt | 3055B Oahu Ave. Hon HI 96822 | 988-8025 |
| | 7531 Laiehua Pl. Hon HI 96825 | 384-2001 |
| Elizabeth | 1212 Griffiths St. Hon HI 96826 | 275-1071 |
| Marilyn Kame | 4901 Kalamantia Hwy Hon HI 96821 | |
| | 710 Paani St #1 Hon HI 96826 | 719-2552 |
| Phyllis K. Kaneakala | POB 30950 Hono 96820 | 370-1948 |
| Mary Muzley | 1411 Leania Pl Hon HI 96821 | 373-9705 |
| Marilyn Lee | 584 Kamoku St Hono HI 96826 | 392-7111 |
| Kane Snyke | 454 Lanika St 96812 | 433-2001 |
| GREG PETERSON | 91-223, NAMAHOE PL 96707 | 292-5612 |
| Olivia J. | 660 Kalamantia Hwy HI 96825 | 221-1419 |
| Ann Meddie | 504 Kuliouou Road 96821 | 521-2992 |
| Jody Treas | 94-202. Hokuiewa Dr 96789 | 845-2255 |
| Laona Lorraine Garcia | 91-144 Kilauea St. ENAHU HI 96700 | |
| Josephine | P.O. Box 21 Waikele HI 96792 | |
| 6 Pleiades | 1380 LUSITANA | 86813 |
| Don | 1380 Waikele | 96812 |
| David H. Amjadi MD | 1380 Lusitana St. # 511 | 96812 |
| Michael Kop | 1890 Ala Mahanoe St Hon 96819 | 96819 91-5379 |

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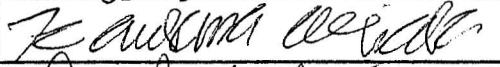

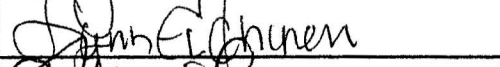

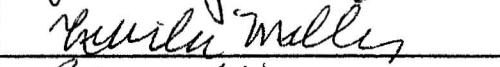
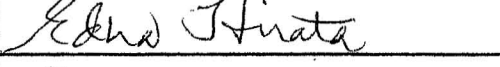
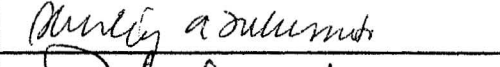
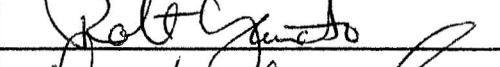
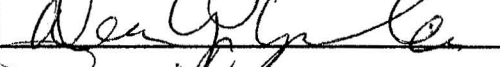
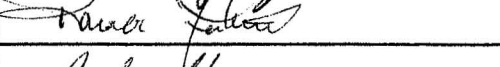

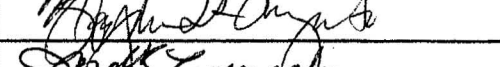
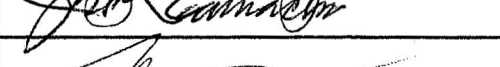

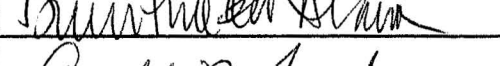
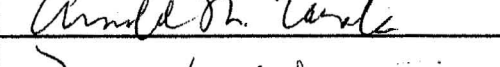
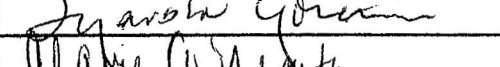

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|-----------------|-------------------------|----------|-------------------------------------|
| Robert Jones | <i>Robert Jones</i> | 266-0901 | 2412 Aupuni St. |
| James Kokualani | <i>J. Kokualani</i> | 368-3059 | 1617 Aupuni ST |
| Virginia Garcia | <i>Virginia Garcia</i> | 330 7494 | 1617 Aupuni St. |
| Rene Odumi | <i>Rene Odumi</i> | 266-0702 | 2412 Aupuni St |
| Helen Velasco | <i>Helen L. Velasco</i> | None | 1621 Onipua St |
| DINAH PARKE | <i>D. Parke</i> | None | 1617 AUPUNI ST |
| Kennal Hopkins | <i>Kennal Hopkins</i> | 415-1036 | 551 IKAUKEA ST |
| Karlani Young | <i>Karlani Young</i> | 207-7556 | 94 410 COAA ST |
| Kim Foster | <i>Kim Foster</i> | 630-8383 | 2459 MAWALANA ST |
| Betty Souza | <i>Betty Souza</i> | 918-6806 | 98-288 Lanohi St |
| Lily Calpito | <i>Lily Calpito</i> | 842-6632 | 1416 MIDDLE ST- |
| STEVEN ROBINSON | <i>Steven Robinson</i> | 527 0027 | PO Box 142 Area |
| Jan Palama | <i>Jan Palama</i> | 732-5267 | 4956 KAHALA Ave |
| NANCY HAWAEL | <i>Nancy Hawael</i> | 981 5603 | |
| Nora Uyehara | <i>Nora Uyehara</i> | 284-4848 | 1212 Nuuanu Ave #509 Honolulu 96817 |
| Catherine Hill | <i>Catherine Hill</i> | 988-1903 | 3274C - Lower Road |
| Melvin Joseph | <i>Melvin Joseph</i> | 696-5968 | 141 Mill Valley |
| Eileen Hines | <i>Eileen Hines</i> | 780-2800 | PO Box 146 |
| Lisa Lum | <i>Lisa Lum</i> | unlisted | 3553 Walaie - Hwy |
| Jlean Mark | <i>Jlean Mark</i> | 946-0366 | 767 PUNEHANA ST APTD HONOLULU 96826 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|-----------------------|-----------------------|----------|---|
| #10541 TSUTSUI | Yoshimi Tsutsumi | 681-0501 | 91-1646 OLEHANA ST. EWA |
| Nelson Tolentino | Nelson Tolentino | 681-1154 | 91-1378 Kamahehi St. |
| Elorena Tolentino | Elorena Tolentino | 681-1154 | 91-1378 Kamahehi St. |
| CHAYNTEL PARM-LOND | Chayntel Parm-Lond | 347-1401 | 94-949 Farmington Hwy |
| Jeanne Pogi | Jeanne Pogi | 681-3183 | 91-1389 Kamahehi St. |
| Cecilia Pogi | Cecilia Pogi | " " | " " |
| JAYNALYN VIENA | Jaynalyn Viena | 232-3548 | 91-1056 Kaimalie St. #2NS EWA HI 96706 |
| Chasity Pogi | Chasity K.A. Pogi | 391-6717 | 91-1389 Kamahehi St. EWA HI 96706 |
| YVONNE POGI | Yvonne Pogi | 636-9667 | 91-1389 KAMAHOI ST EWA HI 96706 |
| Ramona Pogi | Ramona Pogi | 681-3183 | 91-1389 Kamahehi St. EWA HI 96706 |
| Jason Pogi | Jason Pogi | 681-3183 | 91-1389 Kamahehi St. EWA HI 96706 |
| LYLIA CAPATI | Lylia A. Capati | 681-3049 | 91-1390 KAMAHOI ST. EWA |
| HUONG POGI | Huong Kim Pogi | 383-9115 | 91-1390 KAMAHOI ST. EWA BEACH HI |
| ERIC AGUSTIN | Eric Agustin | 428-3994 | 91-1396 KAMAHOI ST. EWA BEACH HI 96706 |
| Brandon Hamada | Brandon Hamada | 681-3429 | 91-1404 Kamahehi St. Ewa Beach HI 96706 |
| Dana Abe | Dana Abe | 681-3241 | 91-1409 Kamahehi St. EWA BEACH HI 96706 |
| Stacy Abe | Stacy Abe | " | " |
| Stacy Abe | Stacy Abe | " | " |
| Nelia Ann Nacion | Nelia Ann Nacion | 783-7398 | 91-142 Kamahehi St. Honolulu HI 96706 |
| Russell Deament-Trent | Russell Deament-Trent | 387-2191 | 233 Anapalan Street |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|-------------------|--|--------------|--|
| Krystal Soares |  | 808-548-8492 | 91-1047 Kaulaiki St ^{Waia Beach} 96700 |
| Brandon Vidinka |  | 11 | 11 |
| Kaulana Ario19 |  | 808 699-1202 | 91-670 Elenokue Pl |
| Cyndy Galindo |  | 808-233861 | 94-1125 Hoomakaa St 96797 |
| Lynn Chinen |  | None | 302 Keolu Drive Kailua, 96734 |
| Tahitua Fernando |  | none | None |
| Linda Miller |  | 808-2631174 | 1270 Kelawina Pl. Kailua HI 96734 |
| Edna Hirata |  | 737-6745 | 614 12th Ave Hon 96816 |
| Shirley Fukunishi |  | 808 722-2397 | 94-1030 Lelepa Pl Waipahu 96797 |
| Robert Yamamoto |  | 396-5670 | 359 Kuanaia Pl. Hon. 96825 |
| Dean Yoshioka |  | 808-689-6845 | 91-967 Kaulaiki St Ewa Beach 96706 |
| Ronald Fukunishi |  | 677 8130 | 94-1030 Lelepa Pl Waipahu HI |
| CLIFFORD MIKAMI |  | 735-8089 | 3243 ESTHER ST. HAWAII HI 96815 |
| Stephen Miyamoto |  | 594-0318 | P.O. Box 970689 Waipahu 96797 |
| Joseph K. Camacho |  | 752-0439 | P.O. Box 76 Volcanoes HI 96785 |
| RANDY KAWAKAMI |  | 225-8726 | PO BOX 11254 Hon, HI 96828 |
| DIMITRI E ALAMA |  | 542-3756 | 3465 Waiatae Ave 96816 |
| Arnold M. Tanaka |  | 952-9700 | 1482 Miloliki St. Hon HI 96825 |
| Marsha Yonemori |  | 547-5130 | 1717 Matt. Sm. th #1913 H, HI 96822 |
| Clare Nagata |  | 220-4358 | 1247 9th Avenue Hon HI 96816 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|--------------------------|--------------------------|----------------------|--|
| Clarence Nishikawa | Clarence Nishikawa | 671-1152 586-6970 | 94-965 Loop St Wahiakoa HI 96797 |
| Bert Warashina | Bert S. Warashina | 586-6970 | State Capitol Bldg. Rm 213 Honolulu, HI 96815 |
| Ryan Akamine | Ryan Akamine | (808)741-5961 | 1212 Nuuanu Ave #2910 Hon, HI 96817 |
| Joanne Nakashima | Joanne Nakashima | 808 39-0264 | PO Box 965 Kalaea, HI. 96791 |
| Gordon Lum | Gordon Lum | 988-7808 | 3255 Alani Drive Honolulu HI 96822 |
| Cindy Moniz | Cindy Moniz | 696-7446 | 86-557 Halona Rd Waiawa 96792 |
| Raymond Riverette | Raymond Riverette (MAMA) | 593-9398 | 1125 Young St, #505 Honolulu HI 96814 |
| Jensen Chang | Jensen Chang | 277-3089 | 1462 Kinali St #22 Hon, HI 96814 |
| Melani Sando | Melani Sando | 393-6180 | 3412 Waiatae Ave. #103 Hon, HI 96816 |
| Kimmy Chang | Kimmy Chang | 779-5754 | 1462 Kinali St. # 22 Honolulu, HI 96814 |
| Para Kattelle | Para Kattelle | 224-0230 | 91-976 Mailani St. Ewa Beach, HI 96706 |
| CHARLES E. LEHMANN | Charles E. Lehmann | 239-8504 | 47-361 HUI KOLOA PL, KANEHE, HI 96744 |
| Paulette Tam | Paulette Tam | — | P O Box 4787 Kanehe 96744 |
| Joaquin M. Borja | Joaquin M. Borja | 224-0696 | 96-1613 Hoouma, Ke St. Pearl City 96788 |
| Matthew D. Rellin | Matthew D. Rellin | 387-3986 | 1570 Hooakua St Pearl City HI 96788 |
| SUSAN M. SLAVISH | Susan M. Slavish | 236-2480 | 477-079 Komukomuka Hwy 96744 |
| Arley Nozawa | Arley Nozawa | 216-0104 | 70 Box 679 Kaawa HI 96730 |
| Joseph Nozawa | Joseph Nozawa | 218-8131 | 70 Box 679 Kaawa HI 96730 |
| Stephanie Izumi Kawakami | Stephanie Izumi Kawakami | 345-1752 | 95-801 Kipapa Dr Mililani, HI 96789 |
| Shawn Kawakami | Shawn Kawakami | 382-9500 | ↓ |

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|-----------------------|-----------|--|---|
| Natasha Sakai | | 685-4029 | 91-868 Wailewa Pl. Ewa, HI 96706 |
| Trisha Petit | | | 1222 Ekaha Ave #1 Honolulu, HI 96816 |
| ROSE SCHAFF | | 716-228-8117 (call phone) 908-678-0542 | 94-1455 WELINA Cp WAIPAHU HI 96797 |
| LAURA BLOOR | | 354-3503 | 2551 Kapiolani Honolulu, HI |
| NITA SAWYER | | 221-1747 | PO BOX 700033 KAPOLEI, HI 96709-0033 |
| Deborah Sekula | | 3922636 | PO Box 11684 Honolulu, HI 96816 |
| GERARD CRAVY | | 6887658 | 1340 KUKUIA ST Hon HI 96818 |
| Ofelia Boduan | | 842-6783 | Uhu Street Hon. Hawaii 96819 |
| Stewart Hansen | | 282-3379 | PO Box 75265 Honolulu HI 96836 |
| CARL Weiss | | 450-1291 | 1115 |
| Michael Alford-Cline | | 489-8121 | 2009 Uhu St. Honolulu 96819 |
| Michael Maldonado | | 714-883-9612 | 94-489 Atapui St Mililani 96789 |
| CAYTON KURASHIGE | | 258-8455 | 1006 Hoanai Kai St. Honolulu 96817 |
| JAMMIE KURASHIGE | | 398-3535 | 1006 Hoanai Kai St Honolulu 96817 |
| JUDITH ANDERSON | | 282-8972 | 95-269 Waikalani Dr, MILILANI |
| M Tidwell | | | Kapiolani Blvd. 96826 |
| RICHARD E. SCHAFF Jr. | | 678-0421 | WAIPAHU, HI 96797 |
| TRACY LAGER ANDERSON | | 450-0908 | 912210 E-1 old Ft Weaver Rd |
| KIRK BOWEN | | 833-4713 | 1121 ALA NAPUNANI ST #1802 |
| FREDDIE KELLY | | 212-3584 | 1519 KAUMOLEI ST apt 16 |

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 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|------------------------|-------------------------|----------------|---------------------------------------|
| Editha Cabano | <i>Editha Cabano</i> | (808) 488-9766 | 98-845 Leialoi St. Aiea, HI |
| AURORA TABIOS | <i>Aurora Tabios</i> | (808) 676-2960 | 94-1321 Kameka St. Waiipaho (HI) |
| Urban Montgomery | <i>Urban Montgomery</i> | (808) 489-1390 | 6255 Ebis Ave Kona Beach 96706 |
| Wayne Izumi | <i>Wayne Izumi</i> | (808) 389-6477 | 45-135 Koko-Rahu Pl 96784 |
| Arnelius Ayala | <i>Arnelius Ayala</i> | (808) 349-4246 | 91-1197 Kameka St Kona Beach |
| Brian McKeak | <i>Brian McKeak</i> | 688-3815 | 87-125 Milikani St Waiipaho |
| Magdalena Abardo | <i>Magdalena Abardo</i> | 744-4249 | 84-530 D2 Farrington Hwy 96792 |
| SARA TUPUA | <i>Sara Tupua</i> | 668-4267 | 87-218 Helewa St. 96792 |
| MARI CARDINES | <i>Mari Cardines</i> | 342-2772 | 941063 Kaaholo St Waiipaho 96797 |
| GARY CRONEN | <i>Gary Cronen</i> | 626-1996 | 95-1040 KUMAPU ST MILILANI 96723 |
| Duke Paou | <i>Duke Paou</i> | 987-8672 | PO. BOX 513 Mt. View HI |
| Wendell S. Kaina | <i>Wendell S. Kaina</i> | 386-2154 | 753 Iaukea St. Moa HI 96711 |
| Yvonne V. Soliz | <i>Yvonne V. Soliz</i> | 953-7421 | 87-174 Farrington Hwy 96792 |
| Richard Soliz | <i>Richard Soliz</i> | 953-7615 | 87-774 Farrington Hwy 96792 |
| Whitney Kawah | <i>Whitney Kawah</i> | 808 8335453 | 1464 Ala He Kili Place 96819 |
| Eward A Bertram | <i>Eward A Bertram</i> | 808 688 3544 | 1617 S. BERTRAM AVE #105 HON HI 96821 |
| Duane Ige | <i>Duane Ige</i> | (808) 428-3319 | 99-036 #A Lualaba St. Aiea, HI 967 |
| FRANCES IGE | <i>Frances Ige</i> | 486-1851 | " " " |
| Deanna Lee | <i>Deanna Lee</i> | 341-3884 | 525A KUHAWAI LANE Hon 96817 |
| Fatti Shinn | <i>Fatti Shinn</i> | 487-2182 | 99-036 B Lualaba St. |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|---------------------------|---------------------------|---------------------------|--|
| Janice Ballas | Janice Ballas | 368-8729 | 91-1411 Maliko St. Ewa Beach, HI 96706 |
| Janice Galzaga | Janice Galzaga | (808) 342-4251 | 91-1411 Maliko St. Ewa Beach HI 96706 |
| JANE GONZALEZ | Jane Gonzalez | 342-3012 | 91-1411 MALIKO ST. EWA BEACH |
| Elsa Gonzalez | Elsa Gonzalez | 687-3700 | 91-1411 Maliko St. |
| Alberto Gomez | Alberto Gomez | 687-3700 | 91-1411 Maliko St. |
| ALBANO JOCELYN | Jocelyn Albano | 230-4116 | 91-1581 Maliko St 96706 |
| ALBANO DOMINGO JR | Albano Domingo Jr | ✓ | ✓ |
| ALBANO JUSTIN | Justin Albano | ✓ | ✓ |
| ALBANO DONNA | Donna Albano | ✓ | ✓ |
| Eddrin Pelekai | Eddrin Pelekai | 687 5380 | 911630 OLAHALA ST. 96706 |
| Luzviminda Martinez | Luzviminda Martinez | 699-2044 | 91-1640 Olahala St. 96706 |
| Elmo F. Martnez | Elmo F. Martnez | 699-2044 | 91-1640 Olahala St. 96706 |
| MARCIE SUBIZA | M. Subiza | 744-2372 | 91-1219 KAWAIA ST. 96706 |
| John R. Phiasiripanyo | John R. Phiasiripanyo | 778-8307 | 91-1315 Kailoala Dr 96706 |
| LEONARDO CUEVA | Leonardo Cueva | 681-3227 | 91-1711 BURKE ST. EWA BEACH 96706 |
| Kai Larsen | Kai Larsen | 783-8667 | 2121 ATHERTON RD HON HI 96822 |
| Eden Gamil | Eden Gamil | 542-0662 | 91-132 Puhikani Pl. Ewa Beach 96706 |
| JERRY RONDRES | Jerry Rondres | 683-1979 | 91-203 KAWAIA PL EWA BEACH |
| RALLY S. DECA RAMA | Rally S. DeCa Rama | 685-0289 | 91-1077 LELEO ST. EWA BEACH 96706 |
| Derek Carvalho | Derek Carvalho | 685-6138 | 91-551 Koihala Pl Ewa Beach 96706 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|----------------------|-----------|--------------|-------------------------------------|
| Yokoyama, Margaret | | 808 623 5441 | 95-1119 Lalai St. Mililani 96789 |
| Summer Matyasz | | 808-204-0789 | |
| Sarah Metoxen | | | 92-7049 Elele St. Kapolei 96707 |
| Myles C. Miyasato | | 488-8631 | 99-159 Iwa'awa Pl. Aiea 96701 |
| JENNIFER BOHNER | | 4881988 | 94195 KUPUNA Lp Wai'anae 96797 |
| VENICE D. COULBOURNE | | 488-1988 | 98-433 A Ewa Blvd, Rd. E.B. 96706 |
| Milton M. Oshiro | | 588-1988 | 98-1426 AKAKA St. Aiea, HI 96701 |
| Laurie Sato | | 488 1988 | 157710 Hahaione St. Hanalei 96815 |
| Marc K. Nakamura | | 488-1988 | 22779 Halakau St. Hanalei 96821 |
| DEANNA CHUN | | 889-6137 | 92-980 Puanini St. 96707 |
| Tafa Poai | | 723-1950 | 348 Pauhala Rd PMB 85 Hanalei 96814 |
| Awi Poai | | 723-1950 | 348 Pauhala Rd |
| Jordan Marinelli | | 594-8752 | 492 Hibiscus St. |
| GIULIANI REOLA | | 218-0851 | 1510 DOMINIS Hanalei 96821 |
| Larry McCutcheon | | 286-5041 | 2002 Fern St APT A Honolulu |
| Theresa McCutcheon | | 286-4679 | 2002 Fern St APT A Honolulu 96826 |
| TARYN BASS | | | 94-1147 Mopua Lp Waipahu HI |
| Neel Khandel | | 808-372-9670 | |
| MARK NISHIDA | | 330/826 | 1211 Kamali St #1 96814 |
| TOM MERRILL | | 271-4000 | |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|----------------------|-----------------------------|----------|---|
| TERRI ARMODIA | <i>Terri Armodia</i> | 433-0580 | 98-482 PONO ST. AIEA 96701 |
| Brian Vaccaro | <i>Brian Vaccaro</i> | 554 6869 | 84834 Heleakala Ave 96792 |
| Marcello Armodia | <i>Marcello Armodia</i> | 428-0705 | 98-482 Pono St - Aiea HI 96701 |
| Grace Heleski | <i>Grace Heleski</i> | 626-1846 | 74-1019 Heleakala St. 96789 |
| Barbara Arroyo | <i>Barbara Arroyo</i> | 383-8567 | 86-360* C Helona Rd. Waikeolu 96792 |
| LORNA SOUZA | <i>Lorna Souza</i> | 293701 | 94-385 ANA LAKE WAIKAIHI 96797 |
| Florie Channer | <i>Florie Channer</i> | 423-1734 | 3530 Pukui Makai Dr 96792 |
| Naleisha Malaki | <i>Naleisha Malaki</i> | 294-4163 | 89143 Nanihianihi Pl. Waikeolu HI 96792 |
| Michelle H Kealohani | <i>Michelle H Kealohani</i> | 852-1180 | 41-218 Kamehameha Pl 96795 |
| WALTER C-ARRIAGA | <i>Walter C-ARRIAGA</i> | 216-2674 | 87-211 KULAAUPUNI ST. WAIANAE 96792 |
| Raymond Mamea | <i>Raymond Mamea</i> | 348-8765 | 298 Wilikina Dr #113 Waikeolu 96792 |
| Luke Walton | <i>Luke Walton</i> | 896-1691 | 64 Chic St |
| Deni Wene | <i>Deni Wene</i> | 707-0961 | Waianae, HI 96792 |
| Carolyn Araki | <i>Carolyn Araki</i> | 457-0097 | 94-730 Lumianau ST HI 96797 |
| Dat Vietnam | <i>Dat Vietnam</i> | 392 8239 | 1786 Pulahou St 96782 |
| Kris Baerwald | <i>Kris Baerwald</i> | 232-4789 | 45328 WILIAM H. JANEITE 96792 |
| Malia Infiel | <i>Malia Infiel</i> | 428-0202 | 386 N. Vineyard Blvd. HI 96792 |
| Max Infiel | <i>Max Infiel</i> | 428-3222 | Same Pl |
| MAXINE INFIEL | <i>Maxine Infiel</i> | 550-4179 | 1309 Queen Emma St. 2-C, Waikeolu 96792 |
| Edward (David) | <i>Edward (David)</i> | 880-2465 | 1210 Kamale Pl. #202 Waikeolu HI 96792 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|---------------------|-----------|----------|--|
| Aloe Aimalofa | | 306-6462 | 94-857 Awaonei St |
| Sofia L. Lacerda | | 808-2975 | 94-1023 KAHOLE ST WAIKANAHI HI |
| Doreen W. [unclear] | | 504-9405 | 1028 N. KAHAKUI ST HONOLULU HI |
| Pandy Jalaeai | | 630-3266 | 91-1526 PAHIKA ST EWA |
| Harriet Hunkel | | 677-7517 | 94-377 HAWAII ST. WAIKANAHI HI |
| Justin Gray | | 723-2775 | 4060 D PONGAIA WILZ PL |
| Louie Lamer | | 678-8033 | 94-352 PIPUNOMI PI HI |
| Alfred P. Vitale | | 636-8653 | 199 Dupuy Pl unit 101 HONOLULU HI 96816 |
| Abraham Nahulu | | 497-1002 | 94-1008 HAKAKALA AVE. WAIKANAHI HI |
| SARILELE TULAPAE | | 684-4165 | 94-911 - ST AWANEI |
| Faafala Sula | | 487-7102 | Aiea HI 96701 |
| Tauane Vili | | 320-8684 | 94-277 HAWAII ST WAIKANAHI HI |
| Tom Wilson | | 862-1152 | 94-422 KOLE ST. WAIKANAHI HI |
| STEVE TOITU | | 728-2256 | 94-384 PIPUNOMI ST |
| Ed [unclear] | | 450-4947 | 94-354 PIPUNOMI ST #101 WAIKANAHI HI 96797 |
| FALE FAATU | | 450-4032 | 94-457 OPEHA ST. HONOLULU HI 96197 |
| Taleni Bala | | 294 1428 | 87-208 HOLEPOPO ST #96792 |
| Alfred E. Dela Cruz | | 486-2494 | 98-1089 B Komo Mai Dr. Aiea HI 96106 |
| Amy L Dela Cruz | | 486-2484 | 98-1089 B Komo Mai Dr. Aiea HI |
| ABENVAI TANANU | | 861-3091 | 133 LAKEVIEW CIRCLE WAIKANAHI HI 96791 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|-------------------|--------------------------|----------|--|
| PARKER ROGERS | <i>Parker Rogers</i> | 349-4418 | 3773 Kana'ina Ave, Apt 308 Honolulu HI 96815 |
| Narceliza Domingo | <i>Narceliza Domingo</i> | 887-6302 | 94-099 Manawa Pl. Waipahu 96797 |
| AKIL EWING | <i>Akil Ewing</i> | 407-9798 | 099-1622 Puliki Place |
| Sanna Clary | <i>Sanna Clary</i> | 386-2850 | 1081 Muriwai Ave #206 Honolulu HI 96815 |
| DONALD McNEELY | <i>Donald McNeely</i> | 284-4559 | 226 Kalalau St Honolulu HI 96824 |
| Randy Mark | <i>Randy Mark</i> | 735-5154 | 4221 Konoa St Honolulu HI 96816 |
| Adney Afebay | <i>Adney Afebay</i> | 371-8037 | 94-535 Polina Pl. 96797 |
| Rita Da Costa | <i>Rita Da Costa</i> | 561-3438 | 91-1190 Kaniki St. 96706 |
| Yoland Tamayua | <i>Yoland Tamayua</i> | 861-4959 | 91-1030 Akoko St. 96702 |
| Jamie Yokoyama | <i>Jamie Yokoyama</i> | 753-4763 | 45-368 Halenani Pl 96749 |
| Chunji Nakamura | <i>Chunji Nakamura</i> | 551-5014 | 41-1650 Hamana Ln Waimanalo 96795 |
| Rudy Payaduan | <i>Rudy Payaduan</i> | 261-7092 | 536 Ulua St Kaula 96734 |
| Renee Guillermo | <i>Renee Guillermo</i> | 295 5407 | 99844 Kealahou Dr 96701 |
| Nathan Guillermo | <i>Nathan Guillermo</i> | 295 5408 | 99844 Kealahou Dr 96701 |
| DAVID TIPTON | <i>David Tipton</i> | 955-9335 | 3607 TROUSSEAU ST 96815 |
| CINDY TIPTON | <i>Cindy Tipton</i> | " | " |
| misty Mathews | <i>Misty Mathews</i> | 852 2076 | 87774 Farrington Hwy |
| Vernice Marquez | <i>Vernice Marquez</i> | 391-5417 | 87-774 Farrington Hwy |
| Mary Ortiz | <i>Mary Ortiz</i> | " | PO Box 901245 Waipahu 96724 |
| Joe Wood | <i>Joe Wood</i> | 224-6741 | 92-743 Paala Pl |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|-------------------|-----------|--------------|-----------------------------------|
| Shariemar Taea | | 638-4175 | 91-1119 Ahona St. Ewa Beach 96706 |
| Laura MacLones | | 353-3511 | 4-1015 Kuloua St. 96795 |
| Keahi Medeiros | | 808-437-5287 | 92-680 Adolo St Kapaolu HI |
| Tui Piali | | 554-1972 | 94-777 Hanae St. Waiapala |
| SAGO Tai Jr | | 694-0594 | 94-352 Pulemomi St. |
| Jack Ioane | | 699-6087 | 91-652 Kikaha St. |
| Casper R. Seinafo | | 383-9070 | 4985C Ewaku Way, Ewa Beach, HI |
| L.J. Palecie | | 676-3633 | 94-242 E-501 Kaku St. |
| P. Paulik | | 688-6007 | 3080 Waike |
| Kaiser Mattos | | 896-4976 | 1232 Kinan St Apt. 4. |
| Demore Joe H | | 896-4558 | 1232 Kinan St Apt 4. |
| Laina Ualesi | | 671-1375 | 94-352 Pulemomi St Waiapala HI |
| Al Kiong H | | 225-4589 | 94-377 Kapepe St |
| Jermiel Spencer | | 667-9041 | 79-1064 Pohakupalema St. |
| Bennielea Spencer | | 668-9041 | 891064 Pohakupalema St. |
| Adam Vitale | | 199 Dubai | 98706 Waike |
| Laurin Palecie | | 284 2883 | 94-246 Leeka St Waiapala HI 96797 |
| Kalana, Barbara | | 48000 | 86-347 Kaula Pua St 96792 |
| Siu, Edmaria | | 300-3183 | 87-153 2 Helohu St. |
| Leleo, Kani | | 620-3669 | P.O. Box 1454 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|------------------------|-------------------------------|----------------|---|
| Kaionakani Luning | <i>Kai Luning</i> | 881-0050 | P.O. Box 1407 Kapapa HI 96755 |
| Lawrence Sanchez | <i>Lawrence Sanchez</i> | 808-255-5266 | 91-733 Makule Rd. #D Ewa Beach 96701 |
| Jessica Sanchez Luning | <i>Jessica Sanchez Luning</i> | 808-782-7744 | " " " " " " " " |
| Charline Blair | <i>Charline Blair</i> | 808 220-6881 | 98-1366 Koahoe Pl. 201 Pt. 96752 |
| Jane Kakuza | <i>Jane Kakuza</i> | 808 457 0985 | 92-1502 Ahihuni Dr. #3 Kapolei |
| MARY T. ROBERTS | <i>Mary T. Roberts</i> | (808) 672-7717 | 92-731 Malcahilo Dr Apt #6 Kapolei HI 96707 |
| Scott CHANG | <i>Scott Chang</i> | 808-693-8989 | 91-184 KIKIAO ST KAPOLEI, HI 96707 |
| Ki wan Pak | <i>Ki wan Pak</i> | 808 523-8932 | 30 N. Kukui St #2407 Han. HI 96817 |
| Dulva Pirsch | <i>Dulva Pirsch</i> | 690-0590 | Nohle Ln. Honolulu 96817 |
| Emilee Scott | <i>Emilee Scott</i> | 808-689-3163 | 91-2012 Kala'oli St #1602 Ewa Beach HI |
| Chansa Kakuza | <i>Chansa Kakuza</i> | 808 483-6438 | 2114 Auahiwahi St Ewa Beach 96708 |
| Cynthia Alakai | CYNTHIA ALAKAI | 810-4730 | 91-570 KOIOLOA PL 96706 |
| Amelia Hunt | <i>Amelia M Hunt</i> | 808-349-5383 | 91-350 Kaulaolu Way Ewa Beach HI 96706 |
| Timothy Hurd | <i>Timothy Hurd</i> | 808-354-8355 | 91-350 Kaulaolu Way Ewa Beach HI 96706 |
| FREDA ABIVA | <i>Freda Abiva</i> | 808-953-9299 | 94-266 Neowahine St. #6D Wahiawa HI 96797 |
| Joslyn Tabios | <i>Joslyn Tabios</i> | 808 672 3135 | 92313 Akawa St. Kapolei 96707 |
| KRISTINA PAUOLE | <i>Kristina Pauole</i> | 685-1099 | 91-813 Laupai Place |
| Anthony Collazo | <i>Anthony Collazo</i> | 330-4044 | 1223 HALA DR Han, HI 96817 |
| Glean Pauole | <i>Glean Pauole</i> | 685-1099 | 91813 Laupai Pl Ewa Beach 96709 |
| LIANA COLLAZO | <i>Liana Collazo</i> | 808-183-5833 | 1223 Hala Dr Han HI 96817 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|--------------------|--------------------|----------|--|
| ADRIENNE FORCES | | 7810917 | 94-135 Pookaunui Way Waiipahu HI 96797 |
| Shuao Li Lung | Shuao Li Lung | 864-3794 | 310 N. Cane St #8A Wahiawa |
| Sydney Vinaya | | 847-7373 | 94594 KUPUNOHU ST. apt #2A Waiipahu HI 96797 |
| ALEXANDER CILLAN | Alexander Cillan | 699-9928 | 2240 WILSON ST HON. HI |
| Flora Jasmin | Flora Jasmin | 949-1962 | 1519 KAHUNAII ST. HON. HI 96917 |
| Dolly Carmona | | 671-9474 | 94-723 Koke St. Waiipahu HI 96797 |
| Alan D. Avillanosa | Alan D. Avillanosa | 664-6162 | P.O. Box 16305 Honolulu, HI 96816 |
| Hiramaka Tamara | | 664-6162 | 2825 S. King St #1401 |
| ALAN JASMIN | | 479-6264 | 91-1769 LAMO ST. EWA BEACH, HI 96706 |
| Rose Ortiz | Rose A. Ortiz | 487-5854 | 98-1749 HAPAKI ST. Aiea HI 96701 |
| ERIK HURD | Erik Hurd | 349-5405 | 91-350 KUKULU WAY EWA BEACH HI 96706 |
| SUNOR CHAO | | 255-7838 | 91-365 ALEMA BEACH RD HI 96706 |
| KENNETH ORTIZ | Kenneth Ortiz | 487-5854 | 98-1749 HAPAKI ST Aiea HI 96701 |
| Denise Larsen | Denise Larsen | 781-3997 | 1083 Bishop St. #1611, Hon., HI 96813 |
| Matthew B. Cabana | Matthew B. Cabana | 949-9371 | 94-733 Kalae St. Waiipahu, HI 96797 |
| DIANE KIM | | 206-6390 | 2442 KUHIO AVE #804 P6815 |
| Joyce Lynn | | 368-8986 | P.O. Box 861 281 Wahiawa |
| Benjamin Jasmin | | 848/962 | 1519 KAHUNAII ST. 118 |
| Leona Ayers | Leona Ayers | 732-1590 | 1844 10th AVE. Hon. HI 96816 |
| Tymia Jasmin | Tymia Jasmin | 687-9988 | 91-1769 LAMO ST. EWA 96706 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|---------------------|-----------|---------------------------------|--|
| Eddie Shitakata | | | 60 W Beretania St |
| Yuu Shitakata | | 528-2325 | 60 W Beretania St |
| Lilani Yee Poong | | 714-4501 | WAIANA E HI 96792 |
| Lanabell Kalama | | 678-9170 | Waipahu, HI 96792 |
| Ellaileen Yee Poong | | 772-4501 | Waianae, HI 96792 |
| RENATO CASUPANG | | 678-0629 | WAIANA E HI 96792 |
| RICHARD MALOW | | 478-8262 | WAIANA E HI 96792 |
| Gracy Ann Malaki | | 673-6352 | Waianae, HI 96792 |
| Leilani Nagan | | 783-4889 | 89-84 Haleakala Ave. Waianae 96792 |
| Patricia Sofa | | 381-4183 | 85270 Alakea St 96792 |
| ALVINA AWONG | | 691-7752 591-4966 | Waianae HI 96792 |
| Ashley Ayiri | | 646-6332 | 37441 Haleakala St Waianae HI 96792 |
| Joseph Roache | | 294-0626 | 1884 Kūkūnane Cp Honolulu HI 96817 |
| Louella Vidinha | | 722-5669 | 94-667 Kaaka St Waipahu, HI 96797 |
| ALLEN OSBORN | | 256-4264 | 3320 HERBERT ST. HONOLULU HI 96815 |
| Ted Shimabukuro | | | |
| Rick Shimabukuro | | | |
| Dorcas Albano | | | |
| Edwin Carag | | 691-7752 | |
| Luz Vera | | 288-1937 | 9587 Hoomaopu Ct PC 96792 |

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| NAME [PRINT] | SIGNATURE | PHONE # | ADDRESS |
|--------------------|-----------|----------------|---|
| TAKAHAMI GARCERO | | (808) 230-1742 | 1060 KAMETAKUATA Hwy # B 1700 |
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